

AFFIRMATIVE ACTION PROGRAM COMMITMENT STATEMENT

The Colorado Department of Transportation's (CDOT) Executive Director, directed by and through its staff, is committed to equal employment opportunity and a program of affirmative action to fulfill that commitment. This affirmative action plan serves as a guide that outlines to management his/her responsibilities regarding the implementation of the affirmative action program.

To support CDOT in achieving its mission, this affirmative action plan reinforces equal employment opportunity principles by ensuring that the workforce and public has an equal opportunity to enter public service and work in an environment that is free of unlawful employment barriers.

CDOT is committed to equal opportunity and non-discrimination under the laws instituted by the State and the U.S. Congress. It is the responsibility of every person within CDOT to incorporate and implement actions of equal opportunity. In addition, CDOT prohibits retaliation against any employee because he or she has made a report of alleged discrimination or harassment; has testified, assisted or participated in any manner in an investigation of such report; or has opposed discrimination or harassment.

CDOT is dedicated to the principles and goals of fairness, equality, courtesy, and respect for all individuals. As an employer, CDOT is committed to fairness and equality of opportunity in the workplace. All recruitment, hiring, training, promotions, transfers, and administration of all personnel policies, procedures, programs, and services are conducted or administered without regard to differences in age, ancestry, color, creed, marital status, disability, national origin, race, religion, gender or sexual orientation, political affiliation, organizational membership, and veteran's status, or other non-job related factors.

CDOT will ensure that no person shall, on the grounds of age, ancestry, color, creed, marital status, disability, national origin, race, religion, gender or sexual orientation, political affiliation, organizational membership, and veteran's status, or other non-job related factors, be excluded from participation in, be denied the benefit of, or be subjected, to discrimination or harassment under any program or activity receiving state or federal financial assistance directly or indirectly by CDOT.

It is the policy of CDOT to promote equal opportunity in the employment of women, minorities, veterans and persons with disabilities. Reasonable accommodations are offered in the selection process and minimum qualifications are written to guarantee job relatedness. Individuals responsible for classification and compensation review the minimum qualifications for positions to guarantee that women, minorities, veterans or persons with disabilities are not adversely screened out of the employment process. CDOT values the individual diversity of all employees, applicants, volunteers and citizens. Differences in age, race, ethnic heritage, religion, appearance, sexual orientation or any number of other distinguishing factors provide experiences, viewpoints and ideas that can strengthen and enrich our work environment. Our goal is to create an environment that is inclusive, respectful, and equitable; and to employ the talents of people with different backgrounds experiences, and perspectives to accomplish the mission of CDOT.